

**Amendment After Final Action Under 37 C.F.R. 1.116**

I hereby certify that this paper (along with any paper referred to as being attached or enclosed) is being transmitted via the Office electronic filing system in accordance with 37 CFR § 1.6(a)(4).

Dated: January 25, 2012

Electronic Signature for Charles A. Bieneman: /Charles A. Bieneman/

Docket No.: 03-8012  
(PATENT)

**IN THE UNITED STATES PATENT AND TRADEMARK OFFICE**

In re Patent Application of:  
James H. Drew et al.

Application No.: 10/699,141

Confirmation No.: 3441

Filed: October 31, 2003

Art Unit: 3623

For: PERSONNEL PRODUCTIVITY INDICES

Examiner: J. G. Sterrett

**AMENDMENT AFTER FINAL ACTION UNDER 37 C.F.R. 1.116**

MS AF  
Commissioner for Patents  
P.O. Box 1450  
Alexandria, VA 22313-1450

Dear Sir:

**INTRODUCTORY COMMENTS**

In response to the Office Action dated December 16, 2011, finally rejecting claims 1, 3 and 5-28, please amend the above-identified U.S. patent application as follows:

**Amendments to the Claims** are reflected in the listing of claims which begins on page 2 of this paper.

**Remarks/Arguments** begin on page 11 of this paper.